



Competency modeling & management makes the most of your organization.



Competency Modeling

Why does Meridian's competency modeling functionality matter to my organization?

- ✓ It helps define the competencies necessary to succeed in each job.
- ✓ It gauges the knowledge, skills, and abilities of your personnel.
- ✓ Gaps between requirements and performance can be identified and remedied.
- ✓ It ensures that the right person is in each position.
- ✓ Competency modeling enables organizations to pinpoint training investment.

Meeting any business objective requires having the right personnel in place. The **Meridian KSI Knowledge Centre™** enables optimal staffing with a competency management module that can be used as a strategic HR tool for pinpointing and maximizing training investment, as well as managing employee utilization, succession planning, and recruiting.

The Knowledge Centre collects skills gap data for analysis through the system's award-winning reporting capabilities. Stakeholders can identify crucial needs, analyze individual performance, and monitor improvement — thus gaining the insight necessary to make better personnel decisions. Simple integration between the Knowledge Centre and HRIS and other systems expands the system's scope.

The core of the Competency Management Suite, the **Individual Development Plan (IDP)**, allows individuals to take ownership of their career development while giving managers or "coaches" the tools they need to shape their staff. Employees can get a picture of their strengths and weaknesses through a 360 degree skill assessment survey. By comparing the employee's results with the skill profile identified for each role, a manager or coach can prescribe learning activities to close the skills gap — whether

online courseware or classroom training, references, developmental assignments (including OJT), or other materials. Learning activities and competencies are then prioritized based on an individual's specific needs and responsibilities.

In addition to award-winning LMS, knowledge management, and LCMS functionality, the Knowledge Centre provides a full-featured competency management module with features including:

- **Corporate management** of all core IDPs, through a single administration console;
- **Local competency management** for creation of individualized learning plans;
- **IDP personalization** to reflect specific individual responsibilities;
- **Skills gap analysis** and 360 degree skills assessment tools;
- **Links to recommended learning remedies** for performance improvement;
- **Performance improvement tracking** to quantify advances;
- **Utilization, succession planning, and career mapping** tools;
- **Resource matrixing** and team building functions; and
- **Searchable resumé and job databases.**